

Governor's Investment in Vocational Education

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY KNOXVILLE

2019 Governor's Investment in Technical Education (GIVE)

Mobile Certification Lab: Delivering Industry Certification Training to Dual Enrolled Students

Lead Entity and Fiscal Agent: Tennessee College of Applied Technology

IN PARTNERSHIP WITH:

- 1. The Blount Partnership**
- 2. The Knoxville Chamber**
- 3. Anderson County Chamber**
- 4. Pellissippi State Community College**
- 5. Alcoa City Schools**
- 6. Union County Schools**
- 7. Alcoa City Schools**
- 8. Blount County Schools**
- 9. Dalton Collision**
- 10. Y-12 National Security**

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Funding Requested:

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NOTE: [Access most documents directly](#)

Abstract

With grant funds from the Governor's Investment in Vocational Education (GIVE) initiative, the Tennessee College of Applied Technology (TCAT) Knoxville and collaborative partners will increase overall higher education attainment in the Anderson, Blount, Union and Knox counties through providing increase educational opportunities by bringing training opportunities to students at our 34 dual enrollment programs. This will be done through purchasing, equipping and staffing a TCAT Knoxville Mobile Certification Lab (MCL).

The MCL will impact currently underserved student populations, including special populations, English language learners, nontraditional, minority, and economically disadvantaged. Current labor market data shows a definite need for this training. GIVE grant funds would allow our institutions to provide industry-recognized training equipment to four counties dual enrolled students. This proposal will allow employers to work with students that have taken college level courses. It will also give students real-life exposure to what employers need through Work-Based Learning experiences. All of the credentials that students can earn through the GIVE proposal are directly related to the needs of area employers: Automotive Scanner Diagnostic, Mechanical and Electronic Torque, Multimeter, Precision Measuring, Diesel Scanner Diagnostic, Tools@Hieghts Drop Prevention, Advanced Measuring Instruments, Building Performance Instruments, Battery, Starting, and Charging, Structural Sheet Metal Assembly, Rotor Matching Master Technician, and Wheel Service and Alignment. In addition, students can earn dual enrollment and complete coursework at TCAT Knoxville or their local high school. Our efforts are designed to meet area employer's needs allowing them to be able to hire skilled employees that are Workforce Ready with a national certification, technical certificate or technical degree.

Tennessee's Drive to 55 is providing invaluable resources through TN Promise and TN Reconnect to high school students and adults to earn a technical certificate or degree. Our Mobile Certification Lab will support the Drive to 55 by allowing more students to gain industry certifications which will allow them to gain employment or complete college early. This GIVE grant will provide portable industry level skills training for the following high demand occupations: Automotive Technology, Collision Repair, Cosmetology, Diesel Powered Equipment, Industrial Electricity, Industrial Maintenance/Mechatronics, Machine Tool and Welding. Our local high schools in Anderson, Blount, Union, and Knox counties have lacked the equipment and instructor training to adequately prepare students for work or articulation of technical skills towards technical college credentials at Tennessee College of Applied Technology or Pellissippi State Community College.

East Tennessee industry and workforce development partners, including, the Blount Partnership, and the Knoxville Chamber stress the need for skill workers within the industry with our region. In addition to focusing on underserved populations, this secondary/post-secondary partnership will provide early post-secondary opportunities, in the form of dual enrollment, local dual credit, and nationally recognized industry certifications, for high school students, a new night training program for adults in Blount County, early and capstone work-based learning experiences for students in grades K-12, and opportunities for parent and community involvement. Support from the school district, administration of TCAT-Knoxville, industry partners, and our local workforce development agencies will ensure the continued sustainability of this program.

Proposal

This proposal will address a local community and regional skills gap within Anderson, Blount, Union and Knox Counties, in East Tennessee. This proposal will address:

- Implementing quality industry level equipment and training within the dual enrollment programs in Anderson, Blount, Union and Knox Counties offered by TCAT Knoxville. This GIVE grant will provide portable industry level skills training for the following high demand occupations: Automotive Technology, Collision Repair, Cosmetology, Diesel Powered Equipment, Industrial Electricity, Industrial Maintenance/Mechatronics, Machine Tool and Welding.
- The MCL will provide students with provide portable industry level skills training opportunities at their schools for nationally recognized industry certifications that meet local workforce needs. These earned certifications will articulate into PSCC and TCAT Knoxville toward post-secondary awards.
- Implementation of work-based learning and hands-on-learning experiences across the K-12 and postsecondary spectrum in order to promote CTE careers to elementary, middle, and high school students with-in their community. This will be accomplished through the Remake Learning Days Knoxville Collaborative that started this year to engage underserved populations within the four counties.

Section I. Demonstration of Need

Employers in the East Tennessee counties of Anderson, Blount, Union and Knox have a critical need for skilled workers to fill current and future job openings, especially in advanced manufacturing. The proposal expands the successful initiatives and partnerships developed by TCAT Knoxville dual enrollment efforts to seven additional secondary schools and nine

additional dual enrollment programs within our service delivery area. This will give us a total of [34 dual enrollment programs](#) in Anderson, Blount, Union and Knox Counties. These expansions provide an opportunity for a greater impact in our local area by introducing new pathways toward reaching the Drive to 55 goals. The need for skilled workers in Anderson, Blount, Union and Knox counties is clear. Labor Market Information from the Tennessee Department of Labor & Workforce Development website for the Knoxville Metropolitan Statistical Area (MSA) indicates that there are 106 openings per year directly related to the training programs we provide as dual enrollment options for these counties. The training programs that we currently offer in these counties are Automotive Technology, Cosmetology, Diesel Powered Equipment, Industrial Maintenance/Mechatronics, Machine Tool and Welding. We will be opening our first dual enrollment opportunity for our [Industrial Electricity](#) program through these grant funds. There are an additional 1156 annual openings in related fields within the Knoxville MSA according to the same source. The only occupational area that does not have a bright outlook (2 annual openings) at the state or national level within the Knoxville MSA was Collision/Auto Body repair technicians. A search of Indeed.com for Auto Body jobs in Knoxville, TN revealed 52 current opening with a 25-mile radius.

Employers on our programs advisory committees have repeatedly emphasized the difficulty in finding workers in the local area with the technical skills needed to meet their industry needs. Like many other communities the Knoxville MSA population is ageing out of the workforce. Jobs are going unfilled because area residents that might fill those jobs are undereducated. The overall labor market supply and demand for the Knoxville MSA is a total of 12,276 job opening for 9,617 candidates. The Drive to 55 Higher Education County profiles provides key indicators

that illustrate the needs of each county to reach Drive to 55. [Knox County's 2017 profile](#) shows a need to increase the county's college going rate annually by 5% (188 students) to keep pace with Drive to 55 goals. [Anderson County's 2017 profile](#) shows a need to increase the county's college going rate annually by 5% (40 students) to reach Drive to 55. [Blount County's 2017 profile](#) shows a need to increase the county's college going rate annually by 5% (56 students) to reach Drive to 55. [Union County's 2017 profile](#) shows a need to increase the county's college going rate annually by 9% (75 students) to keep pace with Drive to 55 goals. Our mandate to reach the Drive to 55 for Anderson, Blount, Union and Knox counties is clear we need to send an additional 359 high school students to college annually to reach the Drive to 55.

According to Labor Market Information from the Tennessee Department of Labor & Workforce Development website, [hot careers](#) relevant to this project in the Labor and Workforce Development Area 4 which includes Anderson and Blount Counties includes Team Assemblers (310 average annual openings with a median salary of \$30,492); Maintenance and Repair Workers (100 average annual openings with a median salary of \$37,307); Machinery and Maintenance (30 average annual openings with a median salary of \$51,795); Electricians (30 annual openings with a median salary of \$54,068); Supervisors of Production (30 annual openings with a median salary of \$55,355); and Production Planners (30 annual openings with a median salary of \$52,279).

Clear linkages between grant activities and local needs: TCAT Knoxville's GIVE grant proposal is designed to address our local needs. The nonexistence of portable industry level skills training offered to high school dual enrollment students and the challenge of equity, diversity and inclusion in our staff and student populations. The GIVE grant will provide skills training for the following occupations that the state's Labor Market Information section identified as

Occupations with a Bright Outlook in Tennessee's Job Markets: [Automotive Technology](#), [Cosmetology](#), [Diesel Powered Equipment](#), [Industrial Electricity](#), [Industrial Maintenance/Mechatronics](#), [Machine Tool](#) and [Welding](#). Collision Repair does not have this same distinction however other occupational demand information shows [52 current opening in the area](#). Our local high schools in Anderson, Blount, Union and Knox counties have lacked the equipment and instructor training to adequately prepare students for work or articulation of technical skills towards technical college credentials at Tennessee College of Applied Technology or Mississippi State Community College.

Section 2. Program Plan –Detailed Project Timeline and Overview

Overview

TCAT Knoxville has met with of MCL GIVE Grant Collaborative members several times during the pre-planning phase in order to develop this proposal and timeline. The educational partners met and had discussions with local industry partners to discuss the vision for this program in order to ensure their “buy-in” and overall success of the program. This Program Plan consists of four phases: pre-planning, post-award implementation, full program implementation, and sustainability beyond the grant contract. Please see our [timeline](#) for implementation.

Alignment with Tennessee's Drive to 55 goals: Our effort to increase overall higher education attainment in the Anderson, Blount, Union and Knox counties will be to increase educational opportunities by bringing training opportunities to them. [Tennessee Drive to 55](#) is providing invaluable resources through [TN Promise](#) and [TN Reconnect](#) to high school students and adults to earn a technical certificate or degree. This proposal will allow employers to work with students that have taken college

level courses. It will also give students real-life exposure to what employers need through Work-Based Learning experiences. All of the credentials that students can earn through the GIVE proposal are directly related to the needs of area employers: [Automotive Scanner Diagnostic](#), [Mechanical and Electronic Torque](#), [Multimeter](#), [Precision Measuring](#), [Diesel Scanner Diagnostic](#), [Tools@Hieghts Drop Prevention](#), [Advanced Measuring Instruments](#), [Building Performance Instruments](#), [Battery, Starting, and Charging](#), [Structural Sheet Metal Assembly](#), [Rotor Matching Master Technician](#), and [Wheel Service and Alignment](#). In addition, students can earn dual enrollment and complete coursework at TCAT Knoxville or their local high school. Our efforts are designed to meet area employer's needs allowing them to be able to hire skilled employees that are Workforce Ready with a national certification, technical certificate or technical degree.

Measurable objectives for each phase of the project:

The first goal of the GIVE grant proposal is to provide equipment and training at area high school's dual enrollment sites to meet the needs of technical skill attainment for area students and employers.

Goal 1 Phase 1: TCAT Knoxville will design and purchase the TCAT Knoxville Mobile Certification Lab (MCL) upon receipt of the GIVE grant funds. We will model our MCL on TCAT Elizabethton's NC3/SNAPON truck. Our MCL will be a box truck with a lift gate. It will hold up to eight NC3 training boxes at one time. We will have a generator on the truck to run power to the training equipment as needed. We plan to have a laptop, printer, and Wi-Fi in the truck. When working at some locations the trainer may not be able to access food for meals during training times.

We will have a refrigerator on the MCL which will allow the trainer to remain onsite for meals during training. The MCL truck exterior will display the TCAT Knoxville logo and the logos of our partners.

Goal 1 Phase 2: TCAT Knoxville will recruit and hire a MCL Trainer according to TBR policies and procedures. The MCL Trainer will work with our High School Counselor (PERKINS V funded position) and our dual enrollment instructors to schedule times, location and types of training for our dual enrolled students. The MCL Trainer will work with other designated staff members to locate, price and provide special industry training. This training will be used to offset the cost of this position and will fund the MCL Trainer position beyond the 30 month grant project.

Goal 1 Phase 3: Students in the Anderson, Blount, Union and Knox counties will earn dual enrollment credit for clock hours in Automotive Technology, Collision Repair, Cosmetology, Diesel Powered Equipment, Industrial Electricity, Industrial Maintenance/Mechatronics, Machine Tool and Welding. It is estimated that 300 students will earn Dual Enrollment hours over the 30 month grant project.

Goal 1 Phase 4: Students in the Anderson, Blount, Union and Knox counties will earn one or more of the following NC3 national industry certifications; Automotive Scanner Diagnostic, Mechanical and Electronic Torque, Multimeter, Precision Measuring, Diesel Scanner Diagnostic, Tools@Hieghts Drop Prevention, Advanced Measuring Instruments, Building Performance Instruments, Battery, Starting, and Charging, Structural Sheet Metal Assembly, Rotor Matching Master Technician, and Wheel Service and Alignment. It is estimated that 300 students will each earn certification over the 30 month grant project.

The second goal of the GIVE grant proposal is to engaging 35 new community partners which will lead to an increasingly diversity in our student and staff population while adding cultural diversity to our campus' culture.

Goal 2 Phase 1: TCAT Knoxville will form a [Remake Learning Days \(RLD\) Knoxville](#) executive committee of staff, administrators and business partners to head sub-committees in the following [RLD](#) areas; Arts, Maker, Outdoor Learning, Science, Technology, Youth Voice and Professional Development. Each RLD Knoxville sub-committee will be made up of five new institutional partners that bring equity, diversity and inclusion to our campus through the people groups they serve. This will give TCAT Knoxville 35 new partners that will help address the diversity challenges that we face.

Goal 2 Phase 2: Our Remake Learning Days Knoxville executive committee's goals for community engagement events held/hosted in conjunction with our new partners are 50 events in 2020, 75 events in 2021, and 100 events in 2022. We believe that engaging these new partners will lead to an increasingly diverse student and staff population while adding cultural diversity to our campus' culture. In support of these new equity, diversity and inclusion efforts we are seeking to use grant funds to offer \$48,000 of event start up mini grants to jump start our community engagement. These grants will range from \$100 - \$500 and we will only award up to \$16,000 annually. Any un-awarded funds will be used to offset TCAT Knoxville's expenses for our Remake Learning Days Knoxville chapter events, staff travel and professional development activities.

In addition to the Labor Market Information in the prior section TCAT Knoxville faces challenges with equity, diversity and inclusion in our staff and student populations. The Community Needs Assessment Tool (communitycommons.org), which reports data from the American Community Survey conducted by the Census Bureau between the decennial census, as well as data from the Bureau of Labor Statistics, confirms a diversity (Race & Ethnicity) challenge for TCAT Knoxville that has been revealed in our last institutional [CAR report](#). Anderson, Blount, Union and Knox counties area 85.41% White Non-Hispanic with the U.S. Benchmark is 63.32% for the same population.

Oak Ridge City Schools in Anderson County received a report in February 2019 that the Tennessee Department of Education released the Federal Perkins Core Indicators of Performance Improvement Report for Oak Ridge Schools. This report demonstrated a need for improvement in areas related to non-traditional student participation and completion within district CTE programs, and a need to increase completion of CTE programs of study within our minority and special population subgroups.

Alcoa City Schools demographics reveal a minority population of 36.4%, with the majority of those students identifying as either black or Hispanic. Current data demonstrates that based on current work-based learning course enrollment, only 2% of those students identify as Hispanic, only 15% identify as African American. Another alarming statistic is that currently only 25% of our work-based learning course enrollment is benefitting students who are considered economically disadvantaged. The district strongly feels that this grant poses an opportunity to

recruit these subgroups into a potentially non-traditional field that will provide a better than the standard living wage.

TCAT Knoxville is addressing our staff and area student diversity challenges by developing a new network of partners that serve people group we have not connected well with, in the past. These new partners will include Anderson, Blount, Knox and Union County schools. As partners with these educational providers we will be working together to identify organization that target the underserved people groups in our local area and regional to systematically address these needs which will result in a more skilled and diverse workforce. This network will be established through the Remake Learning Days Knoxville chapter held by TCAT Knoxville that started this year with ten pop up community engagement event. The social media impact of these events was significant for TCAT in 2019. We had 174,000 impressions on Facebook, Twitter and Instagram and a reach of 145,000 for our week long RLDs Knoxville festival. The RLD Knoxville collaborative will be made up the following RLD areas; Arts, Maker, Outdoor Learning, Science, Technology, Youth Voice and Professional Development. Each area will be made up of five partners that bring equity, diversity and inclusion to our campus through the people groups they serve. This will give TCAT Knoxville 35 new partners that will help address the diversity challenges that we face by exposing more people to CTE through hands-on-learning events. With a goal of 50 events in 2020 we believe that we will have an even greater impact engaging the cultural diversity to our campus and community. RLDs Knoxville will bring all of our new partners within the RLDs collaborative as part of the end of festival event hosted on the main campus of TCAT Knoxville. All RLDs Knoxville events will be marketed on the national

Remake Learning, Regional RLDs Knoxville, and TCAT Knoxville's websites which are all accessible to the public in their preferred language.

Project governance and accountability plan: Kelli Chaney, President of TCAT Knoxville, will serve as program director, aligning the work of the grant to maximize student enrollment at TCAT Knoxville and Pellissippi State Technical Community College to increase the number of students obtaining industry certifications and diplomas. Boyd Hestand, GIVE Project Manager and RLD Knoxville Regional Lead for TCAT Knoxville, will direct the GIVE grant collaborative and our Remake Learning Days Knoxville collaborative. Both the GIVE grant and RLDs Knoxville's collaborative will include partners from Anderson, Blount, Union and Knox counties, and govern the entire GIVE grant project. The [GIVE collaborative members](#) will maintain oversight throughout the grant project period. The [RLDs Knoxville collaborative](#) will direct the hand-on-learning events and determine the awarding of the mini grants.

Structure of the optional Work-Based Learning (WBL) program: The student training will be provided directly to our dual enrollment students. Their training hours will be recorded through our student information system (BANNER). Upon the successful completion of each certification the NC3 trainer will record the certification digitally and then issue the certification to the student on paper and electronically. The student's certification will articulate toward their post-secondary education at the time of their enrollment at Pellissippi State Community College and the Tennessee College of Applied Technology Knoxville.

Our [Work-based Learning \(WBL\) pathway](#) is the ultimate learning experience for participants. Through WBL students are able to activate and "bring alive" their academic, technical, and

social skills by collaborating with industry and community partners in the workplace. A Cosmetology student can train on the Precision Measurement so that they can accurately measure chemical treatment for client services. The GIVE proposal increases the number of companies and students participating in WBL internships in the Anderson, Blount, Union and Knox counties. The TCAT System and its partnering counties, will work with several local employers and community partners to provided WBL experiences for students starting in 2019.

Each partnering school district is recruiting companies in their counties to participate in the WBL internship program. Companies will offer valuable internships to students over the 30 months of the grant. The GIVE proposal will start internships in which the student will earn dual credit at TCAT Knoxville upon successful completion of the internship. The CTE Directors in each Anderson, Blount, Union and Knox counties will serve as WBL Coordinators, following all TN Department of Education guidelines and policies. The high school counselors and CTE teachers will assist in identifying qualified candidates to present to the participating companies. The Human Resources Manager at each company will conduct interviews and select the students which are the best qualified for their company's internship program. Finally, students who have completed the first two steps will receive opportunities to complete cooperative agreements with industry partners.

Role of proposed equipment request: The NC3 and Greenlee training equipment that will be purchased under this MCL along with the box truck will be used to deliver certification training to students, businesses and the community in the four county area. All of the credentials that students can earn through the GIVE proposal are directly related to the needs of area employers: [Automotive Scanner Diagnostic](#),

[Mechanical and Electronic Torque](#), [Multimeter](#), [Precision Measuring](#), [Diesel Scanner Diagnostic](#), [Tools@Hieghts Drop Prevention](#), [Advanced Measuring Instruments](#), [Building Performance Instruments](#), [Battery, Starting, and Charging](#), [Structural Sheet Metal Assembly](#), [Rotor Matching Master Technician](#), [Wheel Service and Alignment](#) and [Greenlee Lab](#).

Section 3. Strength of Partnership

1. Kelli Chaney, President of TCAT Knoxville, will serve as fiscal agent and assure alignment between all programs maximizing certificates, diplomas, and industry certifications; 2. Boyd Hestand, GIVE Grant Coordinator at TCAT Knoxville, will serve as lead entity for the grant, organize partner participation, ensure communications, gather and share workforce data, and will serve as a liaison among TCAT, PSTCC, county school districts, and area manufacturing employers aligning the needs of industry with what is taught in the classroom, purchase equipment outlined in the grant for all partners, coordinate all GIVE related activities, track grant progress, and complete all required reports; 3. Patrick Wade, Vice President of TCAT Knoxville, will assist in extending dual enrollment opportunities across Anderson, Blount, Union and Knox counties; 4. School district directors in Anderson, Blount, Union and Knox counties will provide facilities, internet connection, utilities, teachers, counselors, and will assist in the recruitment of students for TCAT Knoxville Mobile Certification Lab training sessions; 5. CTE directors in Anderson, Blount, Union and Knox counties will serve as point of contact for all grant activities and Work-Based Learning coordinators, identify professional development for teachers implementing new programs and utilizing grant purchased equipment, and work to strengthen industry partnerships that will educate students and parents of the opportunities in manufacturing for those that are highly trained and have obtained the necessary technical skills.

Capabilities of each mandatory partner in ensuring project success: The Tennessee College of Applied Technology Knoxville has been the premier provider of technical skills training for Anderson, Blount, Union and Knox counties area since 1967. The TCAT has a proven record of supplying Industry with highly skilled employees. The addition of NC3 certifications and the ability to have the TCAT Knoxville Mobile Certification Lab take training to our secondary training partners will only enhance our workforce development efforts. The school district directors, CTE directors, teachers, and counselors in Anderson, Blount, Union and Knox counties have been dedicated to the implementation of the GIVE initiatives and are committed to mentoring the new partnering counties. The grant partners bring stability, experience, cooperation, a shared vision, and an unparalleled commitment to eliminating the skills gaps and diversity issues that are universal across the Knoxville MSA.

MOUs: [Anderson County Chamber](#), [Blount Partnership](#), [Blount County Schools](#), [Dalton Collision](#), [Knoxville Chamber](#), [Alcoa City Schools](#), [Union County Schools](#) and [Pellissippi State](#)

Letter of Support: [Y-12 National Security Complex](#)

Section 4. Budget Plan

Clear alignment between funding request and grant activities: The training of highly skilled workers begins in the area high schools that are equipped with industry level training equipment. The earlier students are engaged in CTE courses and skills training, the more likely they are to transition to the TCAT to complete their field of study earning a certification or diploma. This model will contribute greatly to the “Drive to 55” initiative. Area workforce needs were identified through our work with local employers and education partners that serve on our program and institutional advisory boards. These needs were verified through current labor

market and census data. The workforce development needs to be addressed in the grant are the lack of industry certifications offered to our dual enrollment students and the challenge of diversity in our student and staff population. Our new industry certification training will be delivered through the TCAT Knoxville Mobile Certification Lab to meet local training needs onsite. The amount of \$723,878 is requested to purchase NC3, Greenlee Apple Lab training equipment and the MCL box truck. The amount of \$136,584 is requested for salary, benefits, and taxes for a MCL Trainer. The indirect cost amount of \$60,000 is requested for a \$2,000 monthly salary stipend for the GIVE Project Manager and RLD Knoxville Regional Lead, TCAT Knoxville. The GIVE Project Manager and RLD Knoxville Regional Lead will build relations among the stakeholders and ensure that the commitments and goals of the grant are met or exceeded. The amount of \$14,500 is requested for marketing and promotional materials for GIVE related digital marketing and printing. The amount of \$17,038 is requested for Work-Based Learning training reimbursements for training our staff, instructors and/or our MCL trainer on NC3 trainers. Please review the [budget](#) for more details. Educating students and parents of these opportunities is the starting point of creating the seamless, continuous pipeline of skilled workers that industry requires in order to maintain a quality workforce.

Section 5. Sustainability

Detailed plan for sustaining the program beyond the 30-month funding period: The GIVE grant project has formed a strong regional collaborative between higher education, county school districts, and industry. The workforce building initiatives created from these strengthened partnerships have aligned industry needs and education training programs. These programs will be sustained beyond the 30-month funding period by: 1. TCAT Knoxville will retain and maintain the NC3 trainers and the MCL box truck through our general budget; 2. TCAT

Knoxville will develop and market special industry training to employers over the 30-month funding period. The MCL will become a self-funded position through these special industry training fees charged by TCAT Knoxville for NC3 certifications. This income will also be used to sustain RLDs Knoxville expenses if funds remain after the MCL Trainer salary is funded. If no funds are available, then RLD Knoxville will be funding from our general budget. The partnering industries fully comprehend the need for programs have on closing the skills gap and educating students, parents, teachers, counselors, and the community of the vast array of technical career opportunities in Anderson, Blount, Union and Knox counties. This fact alone guarantees sustainability and future support for the program.

Detailed plan for maintaining communication and sharing resources among all program partners beyond the 30-month funding period: Maintaining the alignment between industry needs and the skills attained in education are critical to the long term sustainability of the project. The GIVE grant collaborative will meet every other month to provide input and direction for the GIVE grant initiatives. The TCAT Knoxville, the program lead entity, will maintain the communication among partners and stakeholders beyond the grant funded period through its email newsletter, strategic planning process, and meetings. TCAT instructors will continue to serve on the high school advisory committees meeting semi-annually and will continue to include the high school teachers in train-the-trainer events at the TCAT.

Section 6. Economic Status Acknowledgement

We have partnered with Union County Schools to address the needs of their at-risk county. We will be serving their dual enrolled student in Cosmetology and Automotive. To verify Union County's at-risk status visit: [County Economic Status Map](#).